

Global Equality & Diversity 2016:
Embracing Transparency – Demonstrating Impact
 Wednesday 23rd November 2016
 Canary Wharf, London
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Agenda (subject to change)

08:45 Registration opens, networking and exhibition		
09:45	PLENARY SESSION ONE:	
	Chair's opening remarks	Simon Fanshawe OBE , Writer and Broadcaster; Partner, Diversity by Design
	Welcome	Professor Nora Ann Colton , Deputy Vice Chancellor (Academic), University of East London
	Presentation of GED 2016 UEL Chancellor's Award	Shabir Randeree CBE , Chancellor, University of East London Jay Jadeja , Chief Executive Officer, Football For Peace
10:00	Keynote presentations:	
	The competitive edge	Simon Feeke , Senior Manager, Diversity & Inclusion Advisory Practice, Ernst & Young LLP
	The business challenge of inclusiveness	Jo Swinson , Chair, CIPD Policy Forum and Director of Equal Power Consulting
	Productivity and equality	Sarah Messenger , Head of Workforce, Local Government Association
	Panel discussion	Above speakers
11.15	PRESENTATION OF GED AWARDS: Hosted by: Simon Fanshawe OBE	
	Presented by:	Lord Patel of Bradford OBE , The Noon Foundation David Robinson , Partner, Holman Fenwick Willan LLP

11:45 Refreshments, networking & exhibition

12:15 SEMINARS (please note that seminars take place concurrently on a first come, first served basis)

<p>Seminar A1: Transparency Room: Ballroom (live streamed)</p>	<p>Seminar A2: Case Study Room: Trinidad (audio recorded)</p>	<p>Seminar A3: Impact Room: Tobago (audio recorded)</p>	<p>Seminar A4: Case Study (45 minutes) Room: St Vincent (filmed)</p>
<p>Tearing down the glass pyramid: Why leaders finally need to embrace transparency and diversity Ann Francke, Chief Executive, CMI</p> <p><i>Women in management face twin problems: a gender pay gap and a systematic under-representation at senior levels of British organisations. The government's decision requiring large companies to report on how they pay men and women from 2017 has seen the gender pay gap rocket up the business agenda. But how many have truly embraced transparency to drive diversity?</i></p> <p><i>This seminar will outline why business leaders should get on the front foot by embracing transparency to drive change, look at how far employers are succeeding in tackling the twin challenges around pay and under-representation, and make the case that diversity delivers results.</i></p>	<p>Best practice case study of a staff diversity network – Religion & Ethnic Minority (REM) Network, Department of Energy and Climate Change (DECC) Ryan Tinggal, Head of Office of the Chief Scientific Advisor, Department for Business, Energy and Industrial Strategy (BEIS) ; Member, Executive Committee, REM Network, BEIS</p> <p>Advancing EDI Sophie Lea, Equality, Diversity and Inclusion Advisor Nadine Brody, Principal Transport Planner, Mott MacDonald</p>	<p>Diversity & inclusion: marginal or mandatory? Wendy Lasebikan, Director of HR/Corporate Office Natasha Levanti, Group Communications Executive, Association for Consultancy and Engineering (ACE)</p> <p>Using equality and diversity data to inform 'success for all' students Michael Kerrigan, Strategic Data & Intelligence Manager (Widening Participation & Student Success), Nottingham Trent University</p>	<p>From theory to practice: implementing inclusive leadership in your organisation Anne-Marie Senior, Consultancy Manager, ENEI</p> <p><i>In 2015 ENEI commissioned a major piece of research that examined what inclusive leadership means in practice and what the impact of inclusive leadership is on organisational performance.</i></p> <p><i>Hear key findings, together with a number of case studies from public and private sector organisations, demonstrating how you can help to embed the principles and practices of inclusive leadership in your organisation.</i></p>

13:15 Lunch, networking, exhibition and studio interviews

14:00 SEMINARS (please note that seminars take place concurrently on a first come, first served basis)

<p>Seminar B1: Research Room: Barbados (audio recorded)</p>	<p>Seminar B2: Impact Room: Ballroom (live streamed)</p>	<p>Seminar B3: Transparency Room: Trinidad (audio recorded)</p>	<p>Seminar B4: Case Study Room: St Vincent (filmed)</p>	<p>Seminar B5: Workshop Room: Tobago (audio recorded)</p>
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	<p>Remodelling academic appraisal</p> <p>Dr Caroline J Cripps, Contract Researcher, Sheffield Hallam University</p> <p>Is our house in order? Exploring the experiences of inequality in the HR profession</p> <p>Elaine Yerby, Senior Lecturer, University of East London</p>	<p>Diversity in the legal profession: a personal story</p> <p>Funke Abimbola FRSA (Solicitor), General Counsel & Company Secretary (UK & Ireland), Roche Products Limited</p> <p>Demonstrating impact in the NHS: workplace experience of staff with disabilities</p> <p>Mohamed Jogi, Programme Manager, NHS Employers and</p> <p>Kate Milton, Senior Manager, Equality and Health Inequalities, (Workforce, Training and Delivery), NHS England</p>	<p>Demonstrating due regard: rethinking equality impact assessment</p> <p>Professor Hazel Conley and Lucy Rees, Senior Lecturer, Centre for Employment Studies Research, University of the West of England</p> <p>Embracing transparency and demonstrating impact at Network Rail</p> <p>Frances McAndrew, Programme Manager (Diversity and Inclusion), Network Rail</p>	<p>Diversifying the supply chain in a global organisation</p> <p>Varaidzo Mumbire, UK TSC Public Sector & Ireland Business Services Buyer, UKI Supplier Diversity Lead, Global Procurement, Transformation and Operations and</p> <p>Kerri-Anne Norris, Software Sourcing Buyer, IBM UK Ltd</p>	<p>Managing maternity leave and pregnancy in your workplace</p> <p>Quinn Roache, Project Manager, Economy and Employment Directorate, EHRC</p> <p>Sue Coe, Programme Head: Economy and Employment Programme, EHRC</p> <p>Sally Ward, Inclusion Specialist, BT</p> <p><i>This workshop will discuss practical steps employers can take to retain new and expectant mothers. We will highlight the steps household name employers are taking to tackle this persistent issue and provide attendees with an opportunity to develop practical and pragmatic solutions they can implement within their workplaces.</i></p>
14:45 SEMINARS (please note that seminars take place concurrently on a first come, first served basis)					
	<p>Seminar C1: Impact</p> <p>Room: Tobago (audio recorded)</p>	<p>Seminar C2: Research (45 minutes)</p> <p>Room: Trinidad (audio recorded)</p>	<p>Seminar C3: Case Study</p> <p>Room: Barbados (audio recorded)</p>	<p>Seminar C4: Transparency</p> <p>Room: St Vincent (filmed)</p>	<p>Seminar C5: Workshop</p> <p>Room: Ballroom (live streamed)</p>
	<p>Beyond EQ: The need for cultural intelligence</p> <p>Julia Middleton, Chief Executive Officer, Common Purpose UK</p> <p>“Breaking bad”: One manager’s journey from</p>	<p>If you want to change the numbers you have to change what you are doing</p> <p>Simon Fanshawe OBE, Partner, Diversity by Design</p>	<p>Exploring the impact on policy and practice resulting from engagement with the athena swan charter self-assessment process in a ‘post-92 university’</p> <p>Jill Collins, Project Manager, Women in SET</p>	<p>How transparency can drive productivity: closing the gender pay gap</p> <p>Sam Smethers, Chief Executive, The Fawcett Society</p> <p>Men in management - understanding men’s role in</p>	<p>Shared parental leave is a nice idea – but will it work?</p> <p>Dr Jana Javornik, Acting Director, The Noon Centre for Equality and Diversity in Business, University of East London</p> <p>Mark Smith, Managing</p>

	<p>oblivious to active D&I sponsor. Learn how technology creates new neural networks for your organisation”</p> <p>Hayley Sudbury, CEO and Founder, WERKIN</p>		<p>Helen Best, Deputy Dean, Faculty of Health and Wellbeing, Sheffield Hallam University</p> <p>A two-way process: playing the numbers game with diversity</p> <p>Alice Streatfeild, Research Director, ORC International</p>	<p>empowering women in workplace</p> <p>Michael Lassman, Director, Equality Edge</p>	<p>Director, Accenture UKI's Health & Public Sector</p> <p>Clare Matysova, Athena Swan Project Officer, University of East London</p> <p><i>Shared parental leave represents a policy milestone to enable working fathers to take a more active role in caring for their children. But a number of niggling issues have arisen, and the extension of women's parenting rights to fathers is so far proving limited. Why?</i></p> <p><i>This session explores why this should be the case and the challenges and opportunities SPL represents.</i></p>
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15:30 Refreshments, networking and exhibition

15:45	PLENARY SESSION TWO:		Chair: Simon Fanshawe OBE	
	Effecting change in business	Sharron Gunn , Executive Director, Institute of Chartered Accountants, England and Wales (ICAEW)		
	Diversifying leadership in public service	Katherine Kerswell , Capita Partnership Director; Former President, Society of Local Government, Chief Executive; Former Director for Civil Service Reform, Cabinet Office		
	Diversifying though education	Gordon McKenzie , Chief Executive, GuildHE		
	Inclusive leadership	Anne-Marie Senior , Consultancy Manager, Employers Network for Equality and Inclusion		
	Panel discussion	Above speakers		

16:45 Conference Closes